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FURTHER PROMOTION AND ENCOURAGEMENT OF HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS, INCLUDING THE QUESTION OF THE PROGRAMME AND METHODS OF WORK OF THE COMMISSION

COORDINATING ROLE OF THE OFFICE OF THE HIGH COMMISSIONER FOR HUMAN RIGHTS WITHIN THE UNITED NATIONS BODIES AND MACHINERY DEALING WITH THE PROMOTION AND PROTECTION OF HUMAN RIGHTS

Strengthening of the Office of the High Commissioner for Human Rights

Report of the High Commissioner

Introduction

1. The Commission on Human Rights, by its resolution 1997/76 of 18 April 1997, requested the High Commissioner for Human Rights, inter alia, to make available on an annual basis a report on the staff of the Office of the High Commissioner reflecting grade, nationality and gender, including with regard to non-regular staff.

2. It is recalled that the official report on the composition of the Secretariat is submitted annually by the Secretary-General to the General Assembly in accordance with a number of Assembly resolutions, the most recent of which are resolutions 45/239 A of 21 December 1990, 47/226 of 30 April 1993, 49/222 of 23 December 1994 and 51/226 of 25 April 1997. The latest report is contained in document A/52/580.

3. The purpose of the report of the Secretary-General is to facilitate an assessment of the distribution of the staff of the Secretariat by nationality, sex, grade and type of appointment in the light of the principles contained in the Charter of the United Nations and the guidelines set forth by the General Assembly.

4. It is also recalled that the composition of the staff of the Secretariat is assessed at the global Secretariat level and not at the departmental level. The present report of the High Commissioner, therefore, is submitted pursuant to the request of the Commission on Human Rights, for information purposes only.

5. This report consists of the following two tables by nationality, grade and gender, as of 1 February 1998:

(a) Table 1 shows the number of OHCHR staff members subject to geographical distribution;

(b) Table 2 shows the number of OHCHR staff members falling under the following categories: (i) temporary staff in the Professional and above categories holding appointments of less than one year (not subject to geographical distribution); (ii) staff employed as technical cooperation personnel; and (iii) staff specifically appointed for mission service.

6. Reflected in this report are the results, as of the date of implementation of the new structure of the Office of the High Commissioner (1 February 1998), of the general placement and promotion exercise carried out in connection with the internal reorganization of the Office. A number of posts, including that of Director, New York Office (D-2) and two branch chief positions (D-1), were being filled at the time of preparation of this report. In making recommendations for staffing these positions, due regard is being paid by the High Commissioner to the importance of appointing staff on as wide a geographical basis as possible.

Definitions

Staff subject to geographical distribution

7. A particular group of staff of the United Nations Secretariat is covered by a system of desirable range used as a guideline for estimating the comparative representation of the nationals of each Member State. This system has been established by the General Assembly (for the United Nations Secretariat as a whole) on the basis of three factors: membership, contribution and population. The staff concerned are referred to as "staff subject to geographical distribution". The special characteristic of this group of staff is that they are directly appointed by the Secretary-General for at least one year to posts in the Professional category and above and that their appointment is not limited to service with a particular mission, office, fund or programme.

Staff members excluded from the system of desirable range

8. There are a number of staff excluded from the system of desirable range. The largest group is composed of staff who do not serve in the United Nations Secretariat but in the secretariats of subsidiary organs that enjoy special status granted by the General Assembly concerning the appointment of their staff. Within the United Nations Secretariat, the largest groups excluded, besides peacekeeping staff, are staff in posts with special language requirements, staff in the Field Service and the categories of locally recruited staff related to the General Service categories. Other groups consist of staff specifically appointed for mission service, staff appointed for service limited to a number of United Nations programmes (United Nations Environment Programme; United Nations Centre for Human Settlements; United Nations International Drug Control Programme; staff appointed to posts financed on an inter-agency basis or posts financed from the peacekeeping support account; technical cooperation personnel; and National Officers serving at United Nations information centres.

9. Also excluded from the system of desirable range are staff with appointments for less than one year; staff on special leave without pay; staff on secondment to other agencies; and staff members who are permanent residents in the country of their duty station.

Principles governing the recruitment and employment of staff

10. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which states:

> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible".

Table 1

OHCHR STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND LEVEL, SHOWING NUMBER OF FEMALE STAFF
(as at 1 February 1998)

Coutry of Nationality	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Algeria	2	0									1				1					
Australia	1	1														1				
Austria	1	0									1									
Brazil	1	1														1				
Cambodia	1	1														1				
Cameroon	1	0											1							
Canada	1	0													1					
China	1	1																1		
Côte d'Ivoire	2	0													2					
Egypt	1	0									1									
Equatorial Guinea	1	0													1					
El Salvador	1	0															1			
Finland	1	1														1				
France	4	0											1		3					
Germany	3	1													1	1	1			
Ghana	1	0							1											
Iran (Islamic Republic of)	1	1										1								
Ireland	2	2		1								1								
Israel	1	0											1							
Italy	6	2									2	1	1			1	1			
Japan	2	0									1				1					
Malta	1	0							1											
Mexico	1	1										1								
Mongolia	1	0															1			
Netherlands	2	1											1					1		
Peru	1	0													1					
Philippines	1	0													1					
Poland	1	0									1									
Republic of Korea	1	1														1				
Russian Federation	1	0											1							
Saudi Arabia	2	1														1	1			
Senegal	2	1											1	1						
Spain	5	4											1			1		3		
Sri Lanka	1	1														1				
Sudan	1	0													1					
Switzerland	1	1														1				
Ukraine	2	0											1		1					
United Kingdom of Great Britain and Northern Ireland	2	1													1	1				
United States of America	12	3									1	1	4	2	4					
Venezuela	1	0			1															
Viet Nam	1	1														1				
Yugoslavia	1	1														1				
TOTAL	76	28	0	1	1	0	0	0	2	0	8	5	13	3	19	14	5	5	0	0

Table 2

NON-REGULAR OHCHR STAFF BY NATIONALITY AND LEVEL, SHOWING NUMBER OF FEMALE STAFF
(as at 1 February 1998)

Country of Nationality	Total staff		USG		ASG		D-2/L-7		D-1/L-6		P-5/L-5		P-4/L-4		P-3/L-3		P-2/L-2		P-1/L-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Andorra	1	1																1		
Australia	2	0					1				1									
Austria	2	0											1				1			
Belgium	1	0													1					
Benin	3	1													1			1	1	
Cameroon	2	0											1				1			
Canada	7	3											2		1	3			1	
Central African Republic	1	0															1			
Colombia	1	1												1						
Côte d'Ivoire	3	1											1		1			1		
Democratic Republic of Congo	1	0													1					
Dominican Republic	1	0															1			
Ecuador	1	0													1					
Egypt	1	0													1					
Equitorial Guinea	1	0											1							
Eritrea	1	0													1					
Finland	2	1															1	1		
France	6	4													1	1	1	3		
Germany	1	0													1					
Greece	1	1																1		
Guatemala	1	1																1		
Iran (Islamic Republic of)	2	1													1	1				
Ireland	1	1								1										
Italy	4	2											1				1	2		
Liberia	1	0													1					
Madagascar	1	0															1			
Mali	2	1													1			1		
Mauritania	1	0									1									
Mauritius	1	1																		1
Morocco	1	0															1			
Nepal	1	0															1			
Netherlands	3	1													1	1	1			
New Zealand	1	1																1		
Norway	1	1														1				
Pakistan	1	0															1			
Peru	2	2														1		1		
Poland	1	0											1							
Saint Lucia	1	1														1				
Senegal	5	1															4	1		
Spain	5	2								1			1		1		1	1		
Sri Lanka	1	0															1			
Sudan	2	0									1				1					
Switzerland	4	3											1					2		1

Country of Nationality	Total staff		USG		ASG		D-2/L-7		D-1/L-6		P-5/L-5		P-4/L-4		P-3/L-3		P-2/L-2		P-1/L-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Togo	2	0			1												1			
Tunisia	2	1									1							1		
Turkey	1	1														1				
United Kingdom of Great Britain and Northern Ireland	1	1																1		
United States of America	14	7											1		3	3	3	4		
Zimbabwe	1	0					1													
TOTAL	103	42	0	0	1	0	2	0	0	2	4	0	11	1	19	13	22	24	2	2